

DEPARTMENT OF FINANCE BILL ANALYSIS

AMENDMENT DATE: Original
POSITION: Support
SPONSOR: Department of Veterans Affairs

BILL NUMBER: AB 3065
AUTHOR: Assembly Veterans Affairs

BILL SUMMARY: Public Employment: Veterans

This bill would permit a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty, to be eligible to apply for promotional civil service examinations, including examination for career executive assignments, for which they meet the minimum qualifications as prescribed by the class specifications.

FISCAL SUMMARY

The State Personnel Board (SPB) thinks their costs to make rulemaking changes, if any, could be absorbed.

Departments offering promotional exams will absorb any additional workload associated with this bill. Departments are expected to absorb this workload within their existing resources.

COMMENTS

The Department of Finance (Finance) supports this Administration sponsored bill.

This bill would allow United States military personnel, as specified, to apply for promotional examinations if they meet the minimum qualifications. Current practice would allow person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty to apply for these same examinations during the "open" examination process.

In June 2005, the Little Hoover Commission (Commission) released a report, "*Serving the Public: Managing the State Workforce to Improve Outcomes*," identifying several problems associated with the current processes and procedures for hiring and promoting management and analytical staff in state civil service.

This bill's sponsor, the Department of Veteran's Affairs, indicates that this bill addresses most of the concerns highlighted in the Commission's report including: 1) hiring of managerial staff with outside experience and college degrees, 2) improving the quality of professional, analytical staff at both the entry and journeyman levels, 3) over-reliance on internal promotion, and 4) the tolerance of weak managerial performance.

Code/Department Agency or Revenue Type	SO	(Fiscal Impact by Fiscal Year)								Fund Code
	LA	(Dollars in Thousands)								
	CO	PROP								
	RV	98	FC	2008-2009	FC	2009-2010	FC	2010-2011		
9901/Var Depts	SO	No	-----	See Fiscal Summary	-----				0001	
9901/Var Depts	SO	No	-----	See Fiscal Summary	-----				0494	
9901/Var Depts	SO	No	-----	See Fiscal Summary	-----				0988	
<u>Fund Code</u>	<u>Title</u>									
0001	General Fund									
0494	Other Unallocated Special Funds									
0988	Various Other Unallocated NGC Funds									

Analyst/Principal (0931) K. Martone	Date	Program Budget Manager Diana Ducay	Date
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Department Deputy Director	Date
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Governor's Office:	By:	Date:	Position Approved _____
			Position Disapproved _____

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